

## U.S. Department of Labor

Occupational Safety and Health Administration  
4802 E. Broadway  
Madison, WI 53716  
Phone: 608-441-5388 Fax: 608-441-5400



---

# Citation and Notification of Penalty

---

**To:**

H & S Manufacturing Co., Inc.  
and its successors  
2608 S. Hume Avenue  
Marshfield, WI 54449

**Inspection Number:** 1043651**Inspection Date(s):** 03/02/2015 - 03/02/2015**Issuance Date:** 08/18/2015**Inspection Site:**

2608 S. Hume Avenue  
Marshfield, WI 54449

*The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.*

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

**Posting** - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

**Informal Conference** - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

**Right to Contest** – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

**Penalty Payment** – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically on [www.pay.gov](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type “OSHA” and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>.

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will process the payments as if these restrictions or conditions do not exist.

**Notification of Corrective Action** – For each violation which you do not contest, you must provide **abatement certification** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that **abatement documentation** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

**Employer Discrimination Unlawful** – The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the U.S. Department of Labor Area Office at the address shown above.

**Employer Rights and Responsibilities** – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

**Notice to Employees** – The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

**Inspection Activity Data** – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at [www.osha.gov](http://www.osha.gov). If you have any dispute with the accuracy of the information displayed, please contact this office.



## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 08/18/2015. The conference will be held by telephone or at the OSHA office located at 4802 E. Broadway, Madison, WI 53716 on \_\_\_\_\_ at \_\_\_\_\_. Employees and/or representatives of employees have a right to attend an informal conference.

## CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

Inspection Number: 1043651

Company Name: H & S Manufacturing Co., Inc.  
Inspection Site: 2608 S. Hume Avenue, Marshfield, WI 54449  
Issuance Date: 08/18/2015

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 4802 E. Broadway, Madison, WI 53716**

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Typed or Printed Name

\_\_\_\_\_  
Title

**NOTE: 29 USC 666(g)** whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

**POSTING:** A copy of completed Corrective Action Worksheet should be posted for employee review

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043651  
**Inspection Date(s):** 03/02/2015 - 03/02/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 1**    Type of Violation: **Serious**

29 CFR 1910.23(c)(1): Every open-sided floor or platform 4 feet or more above adjacent floor or ground level shall be guarded by a standard railing (or the equivalent as specified in paragraph (e)(3) of this section) on all open sides except where there is entrance to a ramp, stairway, or fixed ladder:

On or about March 2, 2015, employee(s) were exposed to fall hazards while welding on manure spreaders with open sides at heights greater than four feet above the floor.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

<b>Date By Which Violation Must be Abated:</b>	<b>09/09/2015</b>
<b>Proposed Penalty:</b>	<b>\$6000.00</b>

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043651  
**Inspection Date(s):** 03/02/2015 - 03/02/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449

---

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

**Citation 1 Item 2 a** Type of Violation: **Serious**

29 CFR 1910.184(e)(1): Alloy steel chain slings did not have permanently affixed durable identification stating size, grade, rated capacity, and reach:

On or about March 2, 2015, alloy steel chain slings in the welding department did not have identification of size, grade, capacity, and reach affixed to the slings.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

Date By Which Violation Must be Abated:  
Proposed Penalty:

09/09/2015  
\$4000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043651  
**Inspection Date(s):** 03/02/2015 - 03/02/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 2 b** Type of Violation: **Serious**

29 CFR 1910.184(e)(4): Proof testing. The employer did not ensure that before use, each new, repaired, or reconditioned alloy steel chain sling, including all welded components in the sling assembly, was proof tested in accordance with paragraph 5.2 of the American Society of Testing and Materials Specification A391-65:

On or about March 2, 2015, shop-fabricated alloy chain slings had not been proof tested.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**

**09/09/2015**

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043651  
**Inspection Date(s):** 03/02/2015 - 03/02/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

**Citation 1 Item 3 a** Type of Violation: **Serious**

29 CFR 1910.217(b)(4)(i): The pedal mechanism was not protected to prevent unintended operation from falling or moving objects or by accidental stepping onto the pedal:

On or about March 2, 2015, the pedal mechanism on the Bliss No. 23 (Shop No. 492) full-revolution mechanical punch press was not protected to prevent unintended operation.

Date By Which Violation Must be Abated:  
Proposed Penalty:

Corrected During Inspection  
\$3000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 1043651

**Inspection Date(s):** 03/02/2015 - 03/02/2015

**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.

**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 3 b** Type of Violation: **Serious**

29 CFR 1910.217(b)(4)(ii): A pad with a non-slip contact area was not firmly attached to the pedal:

On or about March 2, 2015, the pedal mechanism on the Bliss No. 23 (Shop No. 492) full-revolution mechanical punch press was not provided with a non-slip contact area.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**

**09/01/2015**

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043651  
**Inspection Date(s):** 03/02/2015 - 03/02/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 4**    Type of Violation: **Serious**

29 CFR 1910.217(d)(5): Opening(s) between the top of punch holder(s) and the face of slide(s) or striking pad(s) on mechanical power press(es) were not safeguarded in accordance with the requirements of 29 CFR 1910.217(c):

On or about March 2, 2015, the opening between the top of the punch holder and the face of the slide mechanism on the E.W. Bliss No. 23 (Shop No. 492) was not safeguarded.

**Date By Which Violation Must be Abated:**  
**Proposed Penalty:**

**Corrected During Inspection**  
**\$5000.00**

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043651  
**Inspection Date(s):** 03/02/2015 - 03/02/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 5**    Type of Violation: **Serious**

29 CFR 1910.242(b): Compressed air used for cleaning purposes was not reduced to less than 30 p.s.i.:

On or about March 2, 2015, compressed air used for cleaning purposes in the welding department was not reduced to less than 30 p.s.i.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

Date By Which Violation Must be Abated:  
Proposed Penalty:

09/01/2015  
\$3000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043651  
**Inspection Date(s):** 03/02/2015 - 03/02/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449

**Citation 1 Item 6**    Type of Violation: **Serious**

29 CFR 1910.243(b)(2): Hose and hose connections used for conducting compressed air to utilization equipment were not designed for the pressure and service to which they were subjected:

On or about March 2, 2015, stainless steel hose clamps used to secure quick release fittings to pneumatic air hoses were not designed for the pressure and service to which they were subjected.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**  
**Proposed Penalty:**

**09/01/2015**  
**\$3000.00**

A handwritten signature in black ink, appearing to read "Eloise Grevenkamp", written over a horizontal line.

**For Ann Grevenkamp**  
Area Director

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**

Occupational Safety and Health Administration

4802 E. Broadway

Madison, WI 53716

Phone: 608-441-5388 Fax: 608-441-5400



**INVOICE /  
DEBT COLLECTION NOTICE**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449  
**Issuance Date:** 08/18/2015

<b>Summary of Penalties for Inspection Number</b>	<b>1043651</b>
<b>Citation 1, Serious</b>	<b>\$24000.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$24000.00</b>

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically on [www.pay.gov](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will cash the check or money order as if these restrictions or conditions do not exist.

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

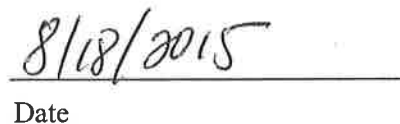
**Interest:** Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

**Delinquent Charges:** A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

**Administrative Costs:** Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.

  
For Ann Grevenkamp

Area Director

  
Date

## U.S. Department of Labor

Occupational Safety and Health Administration  
4802 E. Broadway  
Madison, WI 53716  
Phone: 608-441-5388 Fax: 608-441-5400



---

## Citation and Notification of Penalty

---

**To:**  
H & S Manufacturing Co., Inc.  
and its successors  
2608 S. Hume Avenue  
Marshfield, WI 54449

**Inspection Number:** 1043684  
**Inspection Date(s):** 03/02/2015 - 08/13/2015  
**Issuance Date:** 08/18/2015

**Inspection Site:**  
2608 S. Hume Avenue  
Marshfield, WI 54449

*The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.*

This Citation and Notification of Penalty (this Citation) describes violations of the Occupational Safety and Health Act of 1970. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties proposed, unless within 15 working days (excluding weekends and Federal holidays) from your receipt of this Citation and Notification of Penalty **you either call to schedule an informal conference (see paragraph below) or** you mail a notice of contest to the U.S. Department of Labor Area Office at the address shown above. Please refer to the enclosed booklet (OSHA 3000) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the Act has occurred unless there is a failure to contest as provided for in the Act or, if contested, unless this Citation is affirmed by the Review Commission or a court.

**Posting** - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and Federal holidays), whichever is longer.

**Informal Conference** - An informal conference is not required. However, if you wish to have such a conference you may request one with the Area Director during the 15 working day contest period. During such an informal conference you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).



If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Area Director within 15 working days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the Notice to Employees next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

**Right to Contest** – You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest proposed penalties and/or abatement dates without contesting the underlying violations. **Unless you inform the Area Director in writing that you intend to contest the citation(s) and/or proposed penalty(ies) within 15 working days after receipt, the citation(s) and the proposed penalty(ies) will become a final order of the Occupational Safety and Health Review Commission and may not be reviewed by any court or agency.**

**Penalty Payment** – Penalties are due within 15 working days of receipt of this notification unless contested. (See the enclosed booklet and the additional information provided related to the Debt Collection Act of 1982.) Make your check or money order payable to “DOL-OSHA”. Please indicate the Inspection Number on the remittance. You can also make your payment electronically on [www.pay.gov](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type “OSHA” and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is:

<https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>.

You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will process the payments as if these restrictions or conditions do not exist.

**Notification of Corrective Action** – For each violation which you do not contest, you must provide ***abatement certification*** to the Area Director of the OSHA office issuing the citation and identified above. This abatement certification is to be provided by letter within 10 calendar days after each abatement date. Abatement certification includes the date and method of abatement. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item. The abatement certification letter must be posted at the location where the violation appeared and the corrective action took place or employees must otherwise be effectively informed about abatement activities. A sample abatement certification letter is enclosed with this Citation. In addition, where the citation indicates that ***abatement documentation*** is necessary, evidence of the purchase or repair of equipment, photographs or video, receipts, training records, etc., verifying that abatement has occurred is required to be provided to the Area Director.

**Employer Discrimination Unlawful** – The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 30 days after the discrimination occurred with the U.S. Department of Labor Area Office at the address shown above.

**Employer Rights and Responsibilities** – The enclosed booklet (OSHA 3000) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

**Notice to Employees** – The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the U.S. Department of Labor Area Office at the address shown above and postmarked within 15 working days (excluding weekends and Federal holidays) of the receipt by the employer of this Citation and Notification of Penalty.

**Inspection Activity Data** – You should be aware that OSHA publishes information on its inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to these alleged violations will be posted when our system indicates that you have received this citation. You are encouraged to review the information concerning your establishment at [www.osha.gov](http://www.osha.gov). If you have any dispute with the accuracy of the information displayed, please contact this office.



## NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with OSHA to discuss the citation(s) issued on 08/18/2015. The conference will be held by telephone or at the OSHA office located at 4802 E. Broadway, Madison, WI 53716 on \_\_\_\_\_ at \_\_\_\_\_. Employees and/or representatives of employees have a right to attend an informal conference.

## CERTIFICATION OF CORRECTIVE ACTION WORKSHEET

**Inspection Number: 1043684**

Company Name: H & S Manufacturing Co., Inc.  
Inspection Site: 2608 S. Hume Avenue, Marshfield, WI 54449  
Issuance Date: 08/18/2015

List the specific method of correction for each item on this citation in this package that does not read "Corrected During Inspection" and return to: **U.S. Department of Labor – Occupational Safety and Health Administration, 4802 E. Broadway, Madison, WI 53716**

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

Citation Number \_\_\_\_\_ and Item Number \_\_\_\_\_ was corrected on \_\_\_\_\_  
By (Method of Abatement): \_\_\_\_\_

I certify that the information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Typed or Printed Name

\_\_\_\_\_  
Title

**NOTE: 29 USC 666(g)** whoever knowingly makes any false statements, representation or certification in any application, record, plan or other documents filed or required to be maintained pursuant to the Act shall, upon conviction, be punished by a fine of not more than \$10,000 or by imprisonment of not more than 6 months or both.

**POSTING:** A copy of completed Corrective Action Worksheet should be posted for employee review

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043684  
**Inspection Date(s):** 03/02/2015 - 08/13/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 1**    Type of Violation: **Serious**

29 CFR 1910.106(e)(6)(i): Adequate precautions were not taken to prevent the ignition of flammable vapors:

The employer failed to take adequate precautions to prevent the ignition of flammable vapors in the two spray booths, including but not limited to, sparks and hot surfaces created by powered industrial trucks, open flames from the curing oven, and static created by the improperly grounded parts.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

Date By Which Violation Must be Abated:  
Proposed Penalty:

09/09/2015  
\$5000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 1043684

**Inspection Date(s):** 03/02/2015 - 08/13/2015

**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.

**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

**Citation 1 Item 2**    Type of Violation: **Serious**

29 CFR 1910.107(i)(7): Objects being painted or coated were not maintained in metallic contact with the conveyor or other grounded support. Hooks were not regularly cleaned to insure this contact and areas of contact did not have sharp points or knife edges where possible. Points of support of the object were not concealed from random spray where feasible and where the objects being sprayed are supported from a conveyor, the point of attachment to the conveyor was not located as to not collect spray material during normal operation.

Objects and parts being electrostatically painted were not properly grounded due to paint accumulation on the hooks preventing metallic contact with the conveyor or other grounded support.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**

**09/09/2015**

**Proposed Penalty:**

**\$5000.00**

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043684  
**Inspection Date(s):** 03/02/2015 - 08/13/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 3**    Type of Violation: **Serious**

29 CFR 1910.134(d)(1)(iii): The employer did not identify and evaluate the respiratory hazard(s) in the workplace; including a reasonable estimate of employee exposures to respiratory hazards and identification of the contaminant's chemical state and physical form:

The employer did not evaluate employee Ceiling exposures to Toluene when cleaning the paint guns, paint lines and paint system.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

Date By Which Violation Must be Abated:  
Proposed Penalty:

09/09/2015  
\$5000.00

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043684  
**Inspection Date(s):** 03/02/2015 - 08/13/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

---

The alleged violations below have been grouped because they involve similar or related hazards that may increase the potential for injury or illness.

**Citation 1 Item 4 a** Type of Violation: **Serious**

29 CFR 1910.178(a)(4): Modifications and additions which affect capacity and safe operation of powered industrial truck were performed by the employer without the manufacturer's prior written approval:

- a) The Caterpillar powered industrial truck, serial number, utilized 9 1/2 foot extensions without the manufacturer's prior written approval.
- b) The Yale Powered industrial truck, serial number illegible, utilized 10 foot extensions without the manufacturer's prior written approval.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

<b>Date By Which Violation Must be Abated:</b>	<b>09/09/2015</b>
<b>Proposed Penalty:</b>	<b>\$5000.00</b>

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.



**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043684  
**Inspection Date(s):** 03/02/2015 - 08/13/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 4 b** Type of Violation: **Serious**

29 CFR 1910.178(a)(5): The powered industrial truck was equipped with front-end attachments other than factory installed attachments, however the employer did not request that the truck be marked to identify the attachments and show the approximate weight of the truck and attachment combination at maximum elevation with load laterally centered:

- a) The Caterpillar powered industrial truck, serial number AT14C36415, was equipped with 9.5 foot fork extensions that were not factory installed and the truck was not marked to identify the attachment and show the approximate weight of the truck and attachment combination at maximum elevation with load laterally centered.
- b) The Yale Powered industrial truck, serial number illegible, was equipped with 10 foot fork extensions that were not factory installed and the truck was not marked to identify the attachment and show the approximate weight of the truck and attachment combination at maximum elevation with load laterally centered.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**

**09/09/2015**

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**  
Occupational Safety and Health Administration

**Inspection Number:** 1043684  
**Inspection Date(s):** 03/02/2015 - 08/13/2015  
**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 4 c** Type of Violation: **Serious**

29 CFR 1910.178(a)(6): The employer did not ensure that all nameplates or markings were not maintained in a legible condition:

- a) The Yale Powered industrial truck, used in the paint area, had a nameplate present that was illegible.
- b) The Yale Powered industrial truck, used in the wash area, had a nameplate present that was illegible.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**

**09/09/2015**

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 1043684

**Inspection Date(s):** 03/02/2015 - 08/13/2015

**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.

**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

**Citation 1 Item 5**    Type of Violation: **Serious**

29 CFR 1910.178(c)(2)(iii): Only approved power-operated industrial trucks designated as EX were not used in atmospheres containing any of the chemicals referenced in this section in quantities sufficient to produce explosive or ignitable mixtures, and where these gases or vapors exist continuously, intermittently or periodically under normal operation or may exist frequently because of repair, maintenance operations, leakage, breakdown or faulty operation of equipment:

The employer utilized a powered operated truck not designated as EX in the flammable spray paint booth which contained acetone, xylene, and naptha.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**

**09/09/2015**

**Proposed Penalty:**

**\$5000.00**

**U.S. Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 1043684

**Inspection Date(s):** 03/02/2015 - 08/13/2015

**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.

**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

---

**Citation 1 Item 6**    Type of Violation: **Serious**

29 CFR 1910.178(m)(2): Employee(s) stood under or passed under the elevated portion of a powered industrial truck(s)

Paint employees stood below the elevated portion of the Yale powered industrial truck, nameplate illegible, in the spray booth to paint the underside of parts.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**

**09/09/2015**

**Proposed Penalty:**

**\$5000.00**

See pages 1 through 4 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

**U.S. Department of Labor**

Occupational Safety and Health Administration

**Inspection Number:** 1043684

**Inspection Date(s):** 03/02/2015 - 08/13/2015

**Issuance Date:** 08/18/2015



**Citation and Notification of Penalty**

**Company Name:** H & S Manufacturing Co., Inc.

**Inspection Site:** 2608 South Hume Avenue, Marshfield, WI 54449

**Citation 1 Item 7**    Type of Violation: **Serious**

29 CFR 1910.1052(l)(1): The employer did not provide information and training for each affected employee prior to or at the time of initial assignment to a job involving potential exposure to methylene chloride:

The employer did not provide information or training for each employee using anti-spatter which contains 85% methylene chloride.

**ABATEMENT CERTIFICATION REQUIRED PER 29 CFR 1903.19(c)**

**Date By Which Violation Must be Abated:**

**09/09/2015**

**Proposed Penalty:**

**\$5000.00**

A handwritten signature in black ink, appearing to read "Elsie Grevenkamp", written over a horizontal line.

**For Ann Grevenkamp**  
Area Director

**U.S. Department of Labor**  
Occupational Safety and Health Administration  
4802 E. Broadway  
Madison, WI 53716  
Phone: 608-441-5388 Fax: 608-441-5400



## INVOICE / DEBT COLLECTION NOTICE

---

**Company Name:** H & S Manufacturing Co., Inc.  
**Inspection Site:** 2608 S. Hume Avenue, Marshfield, WI 54449  
**Issuance Date:** 08/18/2015

<b>Summary of Penalties for Inspection Number</b>	<b>1043684</b>
<b>Citation 1, Serious</b>	<b>\$35000.00</b>
<b>TOTAL PROPOSED PENALTIES</b>	<b>\$35000.00</b>

---

To avoid additional charges, please remit payment promptly to this Area Office for the total amount of the uncontested penalties summarized above. Make your check or money order payable to: "DOL-OSHA". Please indicate OSHA's Inspection Number (indicated above) on the remittance. You can also make your payment electronically on [www.pay.gov](http://www.pay.gov). On the left side of the pay.gov homepage, you will see an option to Search Public Forms. Type "OSHA" and click Go. From the results, click on **OSHA Penalty Payment Form**. The direct link is <https://www.pay.gov/paygov/forms/formInstance.html?agencyFormId=53090334>. You will be required to enter your inspection number when making the payment. Payments can be made by credit card or Automated Clearing House (ACH) using your banking information. Payments of \$25,000 or more require a Transaction ID, and also must be paid using ACH. If you require a Transaction ID, please contact the OSHA Debt Collection Team at (202) 693-2170.

OSHA does not agree to any restrictions or conditions or endorsements put on any check, money order, or electronic payment for less than the full amount due, and will cash the check or money order as if these restrictions or conditions do not exist.

If a personal check is issued, it will be converted into an electronic fund transfer (EFT). This means that our bank will copy your check and use the account information on it to electronically debit your account for the amount of the check. The debit from your account will then usually occur within 24 hours and will be shown on your regular account statement. You will not receive your original check back. The bank will destroy your original check, but will keep a copy of it. If the EFT cannot be completed because of insufficient funds or closed account, the bank will attempt to make the transfer up to 2 times.

Pursuant to the Debt Collection Act of 1982 (Public Law 97-365) and regulations of the U.S. Department of Labor (29 CFR Part 20), the Occupational Safety and Health Administration is required to assess interest, delinquent charges, and administrative costs for the collection of delinquent penalty debts for violations of the Occupational Safety and Health Act.

**Interest:** Interest charges will be assessed at an annual rate determined by the Secretary of the Treasury on all penalty debt amounts not paid within one month (30 calendar days) of the date on which the debt amount becomes due and payable (penalty due date). The current interest rate is one percent (1%). Interest will accrue from the date on which the penalty amounts (as proposed or adjusted) become a final order of the Occupational Safety and Health Review Commission (that is, 15 working days from your receipt of the Citation and Notification of Penalty), unless you file a notice of contest. Interest charges will be waived if the full amount owed is paid within 30 calendar days of the final order.

**Delinquent Charges:** A debt is considered delinquent if it has not been paid within one month (30 calendar days) of the penalty due date or if a satisfactory payment arrangement has not been made. If the debt remains delinquent for more than 90 calendar days, a delinquent charge of six percent (6%) per annum will be assessed accruing from the date that the debt became delinquent.

**Administrative Costs:** Agencies of the Department of Labor are required to assess additional charges for the recovery of delinquent debts. These additional charges are administrative costs incurred by the Agency in its attempt to collect an unpaid debt. Administrative costs will be assessed for demand letters sent in an attempt to collect the unpaid debt.



**For Ann Grevenkamp**

Area Director



Date